

# FRONT OFFICE WORK SCHEDULE

PAY PERIOD : JUN 27 - JUL 10 2004

FRONT

SHIFT CODE

A	06:15 - 14:45
B	06:15 - 13:00
C	12:45 ~ 21:15
D	09:00 - 17:30
N	21:15 - 04:15
I	20:30 - 04:00
E	20:30 - 09:00
Q	14:00 - 22:30
H	16:00 - 24:00
J	06:30 - 17:00
K	06:30 - 21:00
L	24:00 - 12:30
T	06:30 - 15:00
M	06:30 - 12:30

EXHIBIT  
9  
PENGAD-Byronia, N. I.

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
BUZUNG														
ROSE	OFF	X	A	A	A	A	OFF	OFF	OFF	A	A	A	A	A
LOUISA	OFF	X	J	J	T	O	A	OFF	O	T	T	X	J	OFF
VIVIANE	A	X	A	A	A	OFF	A	A	A	A	A	A	A	OFF
RALPH	O	X	H	H	O	OFF	O	O	OFF	H	H	O	H	A
QIGI	X	X	OFF	O	O	OFF	O	O	OFF	OFF	O	O	X	A
JENNIFER	OFF	X	O	A	OFF	OFF	C	A	A	X	A	A	OFF	O
Q SANG	OFF	A	O	OFF	A	A	A	X	C	O	OFF	OFF	A	A
GREG	OFF	L	L	M	M	N	N	N	OFF	OFF	M	M	L	N
OGASAWARA	I	I	I	I	I	OFF	I	I	OFF	I	I	I	I	OFF
HAN	OFF	I	L	L	OFF	I	I	OFF	OFF	L	L	L	L	OFF
RUDY	N	N	N	N	N	OFF	OFF	N	N	N	N	N	OFF	N
RONALD	OFF	OFF	N	N	N	N	M	OFF	OFF	N	N	N	N	N
RODNEY	X	N	OFF	OFF	N	N	N	N	N	OFF	OFF	N	N	N
NIL	I	I	OFF	OFF	OFF	O	C	I	I	OFF	O	O	C	C

EEOC 0346

# FRONT OFFICE WORK SCHEDULE

FRONT

SHIFT CODE

A	08:15 - 14:45
C	12:45 - 21:15
I	20:30-08:00
O	OFF
J	08:30-17:00
K	08:30-09:00
B	06:15-13:00
	INFO DESK

RECEPTION CENTER

PAY PERIOD : JUN 27 - JUL 10 2004

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	27	28	29	30	1	2	3	4	5	6	7	8	9	10
CHRISTINE	A	X	A	B	B	A	OFF	OFF	A	A	A	A	B	OFF
MARY	A	OFF	OFF	A	A	A	A	A	OFF	OFF	A	A	A	A
JUN	OFF	C-K	J	J	K	C	OFF	OFF	C	K	J	K	K	OFF
FRED	C	A	O	O	OFF	C	C	C	C	C	C	OFF	OFF	C
RITA	C	A	A	C	OFF	OFF	A	C	A	X	OFF	A	OFF	A
NIL	I	I	OFF	OFF	I-P	C	C	I	I	OFF	C	C	C	C

EEOC 0347

# FRONT OFFICE WORK SCHEDULE

FRONT

SHIFT CODE

A	06:15 - 14:45
B	06:15 - 13:00
C	12:45 ~ 21:15
D	09:00 - 17:30
N	21:15 - 06:15
I	20:30 - 06:00
E	20:30 - 09:00
G	14:00 - 22:30
H	16:00 - 24:00
J	08:30 - 17:00
K	08:30 - 21:00
L	24:00 - 12:30
Q	15:00 - 23:00
M	08:30 - 12:30

PAY PERIOD: JUL 11 - JUL 24 2004

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	VL	VL	VL	VL	VL	VL	OFF	X	X	D	D	D	Q	D
ROSE	OFF	A	A	A	A	A	OFF	OFF	A	OFF	A	A	A	A
LOUISA	C	OFF	OFF	OFF	OFF	OFF	A	OFF	Q	OFF	OFF	A	C	A
VIVIANE	A	OFF	OFF	OFF	OFF	OFF	OFF	OFF	A	A	OFF	A	A	OFF
RALPH	C	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	Q
OKIL	Q	OFF	Q	OFF	Q	Q	Q	OFF	OFF	OFF	Q	OFF	OFF	Q
JENNIFER	OFF	A	Q	A	OFF	OFF	OFF	OFF	A	Q	A	OFF	OFF	OFF
SANG	A	Q	OFF	OFF	OFF	OFF	OFF	OFF	C	Q	OFF	OFF	OFF	OFF
GREG	N	N	L	OFF	M	N	N	N	N	N	OFF	OFF	N	N
OGASAWARA	I	I	OFF	I	I	I	I	I	I	OFF	I	I	I	I
HAN	OFF	OFF	I	L	L	I	I	OFF	OFF	I	I	I	I	I
RUDY	N	N	N	N	N	OFF	OFF	N	N	N	N	N	OFF	OFF
RONALD	OFF	OFF	N	N	N	N	N	OFF	OFF	N	N	N	N	N
RODNEY	N	N	OFF	OFF	OFF	N	N	N	N	OFF	OFF	N	N	N
SCOTT	N	N	OFF	OFF	OFF	OFF	OFF	N	N	N	N	OFF	OFF	N
NEL	I	I	OFF	OFF	OFF	OFF	OFF	X	X	OFF	OFF	C	C	C

06:15 ~ 14:45  
18:00 ~ 19:15

EEOC 0348

# FRONT OFFICE WORK SCHEDULE

FRONT

SHIFT CODE

A	08:15 - 14:45
G	12:45 - 21:15
I	20:30 - 06:00
O	OFF
J	08:30 - 17:00
K	08:30 - 06:00
B	08:15 - 13:00
	INFO.DESK

RECEPTION CENTER

PAY PERIOD : JUL.11 - JUL.24 2004

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	11	12	13	14	15	16	17	18	19	20	21	22	23	24
CHRISTINE	A	A	A	A	A	OFF	OFF	A	A	A	A	A	OFF	OFF
MARY	A	OFF	OFF	A	A	A	A	A	OFF	OFF	A	A	A	A
JUN	OFF	A	A	A	A	A	OFF	OFF	A	A	A	A	OFF	OFF
FRED	C	A	A	A	A	A	OFF	OFF	A	A	A	A	OFF	OFF
RITA	C	A	A	A	A	A	OFF	OFF	A	A	A	A	OFF	OFF
NIL	I	I	OFF	OFF	OFF	OFF	OFF	OFF	I	OFF	OFF	OFF	OFF	C

8:45 START  
8:00 END  
AS PER SCHEDULE

# FRONT OFFICE WORK SCHEDULE

PAY PERIOD : JUL 25 - AUG 07 2004

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	25	26	27	28	29	30	31	1	2	3	4	5	6	7
ROSE	OFF	OFF	A	A	A	A	A	A	A	A	A	A	A	A
LOUISA	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
VIVIENE	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RALPH	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
GIGI	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
JENNIFER	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
SANG	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
QREG	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
OGASAWARA	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
SEKINE	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RUDY	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RONALD	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RODNEY	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
NIL	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF

FRONT

SHIFT CODE

A	06:15 - 14:45
B	06:15 - 13:00
C	12:45 - 21:15
D	09:00 - 17:30
N	21:15 - 06:15
I	20:30 - 08:00
E	20:30 - 09:00
Q	14:00 - 22:30

EEOC 0350

**FRONT**

SHIFT CODE

[illegible]

**PAY PERIOD: JUL25 -AUG,07 2004**

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	25	26	27	28	29	30	31	1	2	3	4	5	6	7
CHRISTINE	C	E	OFF	D	D	D	D	C	E	D	D	OFF	D	D
MARY	A	A	A	OFF	A	OFF	<del>OFF</del>	A	A	A	A	A	OFF	OFF
JUN	A	OFF	OFF	A	A	A	A	A	OFF	OFF	A	A	A	A
FRED	OFF	C	O	C	C	C	<del>OFF</del>	OFF	C	C	C	O	C	OFF
1335	C	O	C	O	OFF	OFF	C	C	C	C	C	OFF	OFF	1335
RITA	<del>X</del> S	A	A	OFF	OFF	A	A	C	A	A	OFF	OFF	A	~1335
NIL	I	I	OFF	OFF	C	O	C	I	I	<del>OFF</del>	OFF	C	C	C

# FRONT OFFICE WORK SCHEDULE

PAY PERIOD : AUG.08 - AUG.21 2004

Q 20 ~ 09:00 ~  
STAFF ONE

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	D	Q	E	OFF	D	D	D	D	D	D	D	OFF	Q	E
ROSE	OFF	A	A	A	A	A	A	A	A	A	OFF	OFF	Q	E
LOUISE	Q	Q	Q	OFF	OFF	OFF	OFF	Q	Q	Q	OFF	OFF	Q	E
VIVIENE	A	A	A	A	OFF	Q	OFF	A	A	A	A	A	OFF	Q
RALPH	N	OFF	N	N	N	N	N	N	OFF	OFF	N	N	N	N
JENNIFER	A	Q	Q	A	A	OFF	Q	A	OFF	A	A	OFF	Q	E
GREG	N	N	N	OFF	N	N	N	N	N	N	N	N	N	N
OGASAWARA	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
HIROSHI	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RUDY	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RONALD	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
RODNEY	N	N	OFF	N	N	N	N	N	N	OFF	OFF	OFF	OFF	OFF
NEW	N	N	N	OFF	OFF	OFF	OFF	N	N	OFF	OFF	OFF	OFF	OFF
NIL	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
DALTEINA	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF

FRONT

SHIFT CODE	A	B	C	D	N	I	Q	B
	08:15 - 14:45	08:15 - 13:00	12:45 ~ 21:15	09:30 - 17:30	21:15 - 08:15	20:30 - 08:30	20:30 - 08:30	14:30 - 22:30
								B 0800 ~ 1900

1998 - Traffic Ticket  
(Shipping Receiver)

1245 ~ 1545

**FRONT**

**SHIFT CODE**

[illegible]

RECEPTION CENTER 7-00

**PAY PERIOD : ACQ.08 -JAU.21 2004**

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
SUZUKI	8	9	10	11	12	13	14	15	16	17	18	19	20	21
	D	D	E	OFF	D	D	C	D	D	D	D	OFF	C	E
CHRISTINE	A	A	A	A	A	A	A	A	A	A	A	A	A	OFF
MARY	A	A	OFF	X	A	A	A	A	OFF	OFF	OFF	A	A	A
JUN	OFF	C	C	C	C	C	OFF	A	C	C	C	C	C	OFF
FRED	C	C	C	C	C	OFF	C	C	C	C	C	OFF	C	C
RITA	C	A	A	C	OFF	A	A	C	OFF	LATE	A	A	A	A
NIL	I	I	I	OFF	C	C	C	I	I	OFF	A	C	C	C

MALEY/PITON SWITCHED DAYS OFF  
CATHARTINE  
05/17/04



# FRONT OFFICE WORK SCHEDULE

PAY PERIOD : AUG.22 - SEP.04 2004

NAME OF EMPLOYEE	SU	22	23	24	25	26	27	28	29	30	31	1	2	3	4
SUZUKI	D	D	D	D	D	D	X	D	D	D	OFF	G	E	D	D
ROSE	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	A	A	A
LOUISA	A	X	OFF	A	A	A	A	A	X	A	OFF	A	A	OFF	A
VIVIANE	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	A	A
RALPH	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
JENNIFER	A	OFF	A	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF	OFF
YOUNG HO OH															
OGASAWARA	I	OFF	I	I	I	I	I	I	I	OFF	I	I	I	I	I
HAN	OFF	I	I	I	VL	VL	I	I	OFF	I	I	I	I	I	I
RUDY	X	N	N	N	N	N	OFF	OFF	N	N	SICK	N	N	OFF	OFF
RONALD	X	OFF	N	N	N	N	N	N	N	OFF	N	N	N	N	N
RODNEY	X	N	OFF	N	N	N	N	N	N	N	OFF	N	N	N	N
JOHN	N	N	N	N	N	OFF	N	N	N	N	N	OFF	OFF	N	N
DALEINA	X	N	OFF	OFF	OFF	N	N	N	N	N	OFF	OFF	N	N	N
MITSUE					I	I	OFF	OFF	I						

FRONT

SHEET CODE

A	08:15 - 14:45
B	08:15 - 18:40
C	12:45 - 21:15
D	08:00 - 17:30
N	21:15 - 08:15
I	20:30 - 08:00
E	20:30 - 08:00
Q	14:00 - 22:30

EEOC 0354

REVISED

C 0355

**FRONT**

### SHIFT CODE

[illegible]

**PAY PERIOD : AUG.22 -JSEP.04 2004**

**RECEPTION CENTER**

NAME OF EMPLOYEE	SU	M	TU	W	TH	F	SA	SU	M	TU	W	TH	F	SA
	22	23	24	25	26	27	28	29	30	31	1	2	3	4
SUZUKI	D	D	D	D	D	C	D	D	D	D	C	OFF	D	D
CHRISTINE	A	A	A	A	A	A	OFF	A	A	A	A	A	A	OFF
MARY	A	A	OFF	OFF	A	A	A	A	X	AA	X	A	A	A
JUN	OFF	C	C	C	C	C	C	C	C	C	C	OFF	C	C
FRED	C	C	C	C	C	OFF	C	C	C	C	C	C	OFF	C
RITA	C	A	A	A	OFF	A	A	C	AS	SA	CA	C	CA	OFF
NIL	C	C	C	C	C	C	C	OFF	C	C	C	C	C	C



Page 0011  
06/15/2004 2:04p

**TOTALS:**

247p	8.25	8.25
244p	8.25	16.50
243p	8.25	24.75
240p	8.25	33.00

~~33.00~~



EOPALACE RESORT

unch Detail Report

6/13/04 -> 06/26/04

cct:31-5000, all pay rules, all Timekeeper terminal groups

Page 0010  
06/29/2004 10:01a

OLBROOK, Jennifer T.							
DATE	ID	IN	Dept	ACTIVITY	OUT	ID	IN
un. 06/13	610a				31-5000		7703606
on 06/14	609a				1254p	M	117p
ue 06/15	1242p				1257p	M	128p
ed 06/16	Unscheduled				606p	M	631p
hu 06/17	Unscheduled						
ri 06/18	615a				345p		
at 06/19	1258p				904p		
un. 06/20	611a				1252p	M	121p
lon 06/21	614a				1257p	M	118p
ue 06/22	100p				936p		
led 06/23	Unscheduled						
hu 06/24	609a				133p	M	204p
ri 06/25	Unscheduled						
at 06/26	1030a				245p		

- Audit Suppressed -

Acct:31-5000

REG: 75.25  
SA-:

(\$8.50)

LPR 00736

EOPALACE RESORT  
 unch Detail Report  
 6/27/04 -> 07/10/04  
 acct:31-5000, all pay rules, all Timekeeper terminal groups

OLBROOK, Jennifer T.	DATE	ID	IN	Dept.	ACTIVITY	31-5000	7703606	ACTIVITY	OUT	TOTALS
un 06/27	Unscheduled									
on 06/28	Unscheduled									
ue 06/29	1232p					545p			242p	5.25
ed 06/30	611a					1242p	M 108p		242p	8.00
hu 07/01	732a					1253p	M 123p		240p	6.75
ri 07/02	Unscheduled									
at 07/03	1245p					945p				8.00
un 07/04	608a					106p	M 132p		245p	8.00
on 07/05	606a					104p	M 124p		230p	8.00
ue 07/06	Unscheduled									
led 07/07	614a					116p	M 142p		245p	8.00
hu 07/08	616a					1259p	M 100p		242p	8.00
ri 07/09	Unscheduled									
at 07/10	1245p					1015p				8.50

- Audit Suppressed -

Acct:31-5000 REG: 68.00 OT: 0.50

EOPALACE RESORT  
 Unch Detail Report  
 7/11/04 -> 07/24/04  
 Acct:31-5000, all pay rules, all Timekeeper terminal groups

Page 0011  
 07/27/2004 8:38a

JOLBROOK, Jennifer T.							
DATE	ID	IN	Dept	ACTIVITY	31-5000	7703606	TOTALS
Sun 07/11		1245p			OUT 1015p		8.50 8.50
Mon 07/12		608a			106p	M 137p	8.00 16.50
Tue 07/13		1219p			909p		8.00 24.50
Wed 07/14		605a			1256p	M 124p	8.00 32.50
Thu 07/15		Unscheduled					
Fri 07/16		Unscheduled					
Sat 07/17		1245p			945p		8.00 40.50
Sun 07/18		614a			1253p	M 123p	8.00 48.50
Sun 07/18		600p			915p		3.25 51.75
Mon 07/19		613a			1256p	M 127p	8.00 59.75
Tue 07/20		1247p			945p		8.00 67.75
Wed 07/21		612a			1237p	M 101p	6.25 74.00
Thu 07/22		Unscheduled					
Fri 07/23		Unscheduled					
Sat 07/24		Unscheduled					

- Audit Suppressed -

Acct:31-5000  
 REG: 73.50  
 OT: 0.50

EOPALACE RESORT  
 Unch Detail Report  
 7/25/04 -> 08/07/04  
 acct:31-5000, all pay rules, all Timekeeper terminal groups

JENNIFER T. DEPT			7703606			TOTALS		
DATE	ID	IN	OUT	ID	IN	OUT		
Mon 07/25	614a		104p	M	127p	243p	8.00	8.00
Tue 07/26	616a		1248p	M	117p	246p	8.00	16.00
Wed 07/27	1245p		945p				8.00	24.00
Thu 07/28	617a		1250p	M	115p	244p	8.00	32.00
Fri 07/29	Unscheduled							
Sat 07/30	Unscheduled							
Sun 07/31	1245p		945p				8.00	40.00
Mon 08/01	615a		315p				8.00	48.00
Tue 08/02	614a		1253p	M	122p	247p	8.00	56.00
Wed 08/03	1245p		1015p				8.50	64.50
Thu 08/04	631a		116p	M	141p	242p	7.75	72.25
Fri 08/05	Unscheduled							
Sat 08/06	Unscheduled							
Sun 08/07	430p							
- Audit Suppressed -			530p*S				1.00	73.25

Acct:31-5000  
 REG: 73.25



LEOPALACE RESORT  
 Punch Detail Report  
 08/08/04 -> 08/21/04  
 Acct:31-5000, all pay rules, all Timekeeper terminal groups.

HOLBROOK, Jennifer T.		03606		31-5000		7703606			
DATE	ID IN	Dept	ACTIVITY	OUT	ID IN	Dept	ACTIVITY	OUT	TOTALS
Sun 08/08	616a			114p	M 141p			244p	8.00 8.00
Mon 08/09	1241p			915p					7.50 15.50
Tue 08/10	1245p			1019p					8.50 24.00
Wed 08/11	615a			400p					8.75 32.75
Thu 08/12	615a			315p					8.00 40.75
Fri 08/13	Unscheduled			1008p					8.50 49.25
Sat 08/14	1240p			315p					8.00 57.25
Sun 08/15	615a								
Mon 08/16	Unscheduled								
Tue 08/17	612a			102p	M 129p			245p	8.00 65.25
Wed 08/18	604a			145p					6.75 72.00
Thu 08/19	Unscheduled								
Fri 08/20	Unscheduled								
Sat 08/21	1245p			346p					3.00 75.00

- Audit Suppressed -

Acct:31-5000 REG: 65.75 OT: 9.25



AUG 30 2004

TO: LEO PALACE MANAGEMENT  
FROM: JENNIFER HOLBROOK  
RE: LETTER OF RESIGNATION  
DATE: AUGUST 28, 2004

I WOULD LIKE TO INFORM THE LEO PALACE MANAGEMENT THAT I WILL BE RESIGNING AS OF TODAY AUGUST 28, 2004. I FEEL THAT MANAGEMENT DOES NOT APPROPRIATELY TAKE CARE OF THEIR STAFF IN MANY MATTERS. I AM SADEN TO LEAVE THIS COMPANY IN SUCH A WAY; THANK YOU FOR THE OPPORTUNITY.

Thank you,

Jennifer Holbrook

P.S.

To also find out about a immediate family member my mother having cancer (uterus) which needs immediate attention.

*JH*





LAW OFFICES

TEKER TORRES & TEKER, P.C.

Lawrence J. Teker  
Phillip Torres  
Samuel S. Teker

Suite 2A, 130 Aspinall Avenue  
Hagåtña, Guam 96910-5018  
Telephone: (671) 477-9891/4  
Facsimile: (671) 472-2601  
Email: L.teker@tttguamlawyers.com

Of Counsel:  
Nagatomo Yamaoka

August 19, 2004

VIA FACSIMILE NO.: 471-0035

Mae Paulino  
Human Resources Manager  
Leo Palace Resort  
Menenggon Hills, Yona, Guam

Re: *Rosemarie Taimanglo, Jennifer Holbrook and  
Vivienne Villanueva - Sexual Harassment Claims  
Against Leo Palace Resort.*

Dear Ms. Paulino:

Please find enclosed a letter of this date from Lilli Perez Iyechad, PhD recommending that Ms. Holbrook and Ms. Taimanglo be given a two-week leave of absence from work commencing today. I am forwarding the letters at clients' request. Should you have any questions or comments feel free to contact me at my office.

Sincerely,

  
Phillip Torres



C:\File3\Holbrook et al. - Leo Palace\002.ltr.wpd

**THIS INFORMATION IS CONFIDENTIAL**

August 19, 2004

To: Mr. Satoshi Suzuki  
Front Office Manager  
MDI - Leo Palace

From: Lilli Perez Iyechad, PhD  
Individual, Marriage & Family Therapist

Subject: Verification of Treatment Schedule  
RE: Holbrock, Jennifer T.

Please note that Ms. Holbrock is under my care and I am recommending that she be given a two-week leave of absence from work, to commence on August 19 and conclude on September 2, 2004. Ms. Holbrock will remain in my care during her absence from work.

If you have any questions about this matter please feel free to contact me at the address and number provided. In advance, I thank you for your cooperation and attention to this matter.

  
Lilli Perez Iyechad, PhD  
Individual, Marriage & Family Therapist

cc: file copy



## SUPPLEMENTAL DECLARATION

1. In 2004 I worked for Leo Palace Resort ("Leo Palace") as a front desk employee. That employment was my second tenure working for the company.
2. Every morning I interacted with the managers so I had a familiarity with them, most especially with Messrs. Maruyama, Ijima and Suzuki.
3. After the August 11<sup>th</sup> meeting with human resources and their decision to not immediately terminate Christine Camacho, I, Vivienne Villanueva and Rosemarie Talmanglo decided to see a lawyer. Our counsel sent a letter to Leo Palace on August 16, 2005 and, on August 17, 2005, I was confronted by Mr. Maruyama who in an angry, hostile and loud voice, asked me why I was making a sexual harassment complaint against him. I explained that I was not doing so against him, I was doing so against the company. His response was, "I am the company," and he told me the complaint was a personal affront against him. Rosemarie Talmanglo observed the exchange with Mr. Maruyama and told me she felt afraid for us witnessing Mr. Maruyama being "up in my face." From that point forward, I was made to feel like a pariah by management. When I would make eye contact they would quickly turn away or stare me down in a hostile manner.
4. Every morning at work, I came in contact with customers, management and other employees. It quickly became clear that many of the employees working for Leo Palace knew of our sexual harassment allegations. Other employees acted differently towards me, causing me to be very self conscious about everything I did and said at work. They were always wanting to know what was going on but I also kept my business to myself.
5. I saw a marriage, family and behavior counselor after we decided to move forward with our claims and although my counselor strongly suggested I take time off, I decided that

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I didn't want to, that I could stick it out because I knew that Rose Taimanglo and Vivienne Villanueva were going on ordered sick leave, leaving a shortage of three (3) staff out. Also, I did not have paid sick leave and I needed to work to support myself and my two (2) year old son.

6. I liked my job and I didn't want to lose it. I just wanted to work in a non-hostile environment and once Ms. Camacho was gone I thought things would change.

7. Being that I am bilingual, speaking English and Japanese, I communicated with Mr. Suzuki and Mr. Ijima in English or Japanese. When they spoke in Japanese, I understood what they were saying and after the termination of Ms. Camacho they would often speak in hushed tones around me while looking at me in an intimidating way. It made me feel like I was a villain and created a stressful work environment. Thereafter, I was treated differently when ever I spoke to other management personnel, often times not even being acknowledged.

8. I went into work one Saturday morning and found that my hours had been cut and instead of being off at 2:45 p.m. I was to be off at 1:30 p.m. My hours were cut despite the fact that we were short three (3) staff. When I confronted Mr. Sekine and Mr. Suzuki about my time, I did not get a response and then was told that it was a mistake. If it was truly a mistake I think he would have immediately told me so. Mr. Suzuki is efficient and has never once made a mistake on my time or anyone else's that I am aware of. He always guaranteed me forty (40) hours of work each week.

9. I quickly realized that management's breaching of our confidential complaint and reducing my work hours were retaliatory against me and once I understood the company didn't want me there, I felt I had no other reasonable response but to quit. I did not think I had the option of confronting management about it and having them treat me like other employees because Mr.

Maruyama had made it clear how he viewed my actions and the rest of management was just following through on his attitude.

I declare under penalty of perjury that the foregoing is true and correct.

Dated this 17<sup>th</sup> day of November, 2005.



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**JENNIFER HOLBROOK**



## STATEMENT

In May 2004, Christine Camacho was hired to work as a front desk clerk at Leo Palace Resort ("Respondent"). I was hired by Respondent in May 2004 and worked as a front desk clerk. We were co-workers at the front desk. During the time that we worked together, Ms. Camacho consistently used vulgar language and sexual references in front of me and other front desk co-workers and, on occasion, guests of the hotel.

Since June 2004, I have been subjected to verbal and physical sexual harassment by Christine Camacho. Ms. Camacho also engaged in sexually assaultive behavior at the workplace. In early June, Ms. Camacho grabbed my arm and raised it up to her breast. She was not fooling around and I was offended. I yanked my arm away and angrily yelled at Ms. Camacho to stop behaving that way.

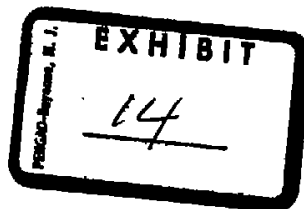
On July 7, 2004, Ms. Camacho walked up behind me and slapped me across the buttocks in an extremely hard manner. I screamed and was very upset. The sound of the slap and my loud scream caused Mr. Hong, the assistant sales manager for the Company, to come out of his office behind the front desk to see what had happened. Mr. Hong asked what happened and despite being I told him what had occurred. He did nothing! After Ms. Camacho slapped me she told me, "Sorry, I just can't help myself around you."

I complained to Rosemarie Taimanglo about the harassing behavior of Ms. Camacho. She told me that she has repeatedly warned Ms. Camacho about her conduct and that the Respondent was aware. I was told that they wouldn't take any action, that we all had to deal with Christina. Whenever I worked with Christina things were extremely stressful. She consistently used foul language and wanted to relay vulgar stories about here and her gay lover. I tried to ignore her but it just became a pervasively tense time whenever we worked together.

After I complained about the sexual harassment, I was harassed and intimidated by the General Manager, Yutaka Maruyama. Mr. Maruyama yelled at me in front of another co-worker, Rosemarie Taimanglo. Also, after I complained on August 16, 2004, my work hours were reduced from five (5) days a week to four (4) days a week.

This Declaration supplements my Claim for Sexual Harassment submitted earlier this month by my attorney and I adopt the statements set forth in the Claim. I believe I have been a victim of sexual harassment by my co-worker, Christine Camacho. The hostile environment at the front desk was severe and pervasive and even though Respondent knew of my complaints, and the complaints of others, it acted unreasonably by doing nothing to help us or to change the situation.

I want this charge filed with the EEOC. I will advise the agency if I change my address or telephone number and cooperate fully with it in the processing of my charge in accordance with its procedures.



I declare under penalty of perjury that the foregoing is true and correct.

Dated this 16<sup>th</sup> day of December, 2004.



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**JENNIFER HOLBROOK**





U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Honolulu Local Office

300 Ala Moana Boulevard, Room 7-127  
P. O. Box 50082  
Honolulu, HI 96850-0051  
(808) 541-3120  
TTY (808) 541-3131  
FAX (808) 541-3390

April 5, 2005

TO: FILE

FROM: Raymond J. Griffin Jr., Investigator

RE: Jennifer Holbrook v. Leo Palace Resort  
EEOC Charge No. 378-2005-00175



**Interview with Charging Party**

Holbrook (CP) previously worked for Respondent from January-August 2001 as a Front Desk Representative. In June 2004, CP was hired to work as a Front Desk Clerk.

A few days after she began working, CP noticed Camacho was a "butch" (lesbian) and tried to stay away from her. Camacho openly discussed her sexually experiences with her girlfriend. According to CP, Camacho's girlfriend worked in housekeeping.

CP maintains Camacho made lewd, offensive comments at least 3-4 times a week to her. For example, CP recalls Camacho asking her, "have you ever went down on a girl?" Camacho talked about performing oral sex on women who were menstruating and how she enjoyed the taste of blood. CP contends that she was offended by CP's vulgar comments and asked her to stop. However, Camacho failed to comply. CP complained to Rose Taimanglo about the behavior. CP is aware that Taimanglo reprimanded Camacho about her offensive behavior to no avail.

Sometime in July 2003, CP contends that Camacho "slapped her butt" and told her how she could not help herself. Although one of the Hotel Manager (Mr. Hong) was aware of the incident, he failed to do anything. She informed Camacho that her behavior was not welcome. Subsequently, upper management and HR were made aware of the behavior, but failed to take corrective action.

As a result, CP was subjected to further sexual harassment. CP asserts Camacho tried to put her hand under her skirt on a few occasions. CP claims that she had to result to defending herself by "kicking" Camacho to get her to stop. In response, Camacho would say "I wonder if you are that aggressive in bed." Other times, Camacho would try to grab her hand and put it on her breasts. Again, CP rejected her advances.

On or about August 10, 2004, CP confirms discussing her concerns about Camacho's harassment to HR manager May Paulino. CP denies Paulino said the sexual harassment was a sensitive matter and that it needed to be corrected immediately. Rather, it was her who made a statement to that effect. After Camacho's discharge, CP acknowledged her and two other CP s (R. Taimanglo and Vivienne Villanueva) retained legal counsel and were advised to go see a therapist because of their ordeal with sexual harassment. The therapist recommended all three females take two weeks off from work. CP contends Respondent was aware of the situation and encouraged her to take the time off. CP contends that she was OK and wanted to continued working as normal. . However, Respondent reduced her hours from 5 days to 3 days a week.

Sometime in mid September 2004, Respondent was given official notice (from their attorney) of pursuing sexual harassment claim that the CP s were going to pursue against Respondent. CP recalls Hotel manager (Mr. Murayama) confronted her yelling "*How could you do this to me?*" CP contends Muruyama's actions were intimidating and harassing. Within a week, CP resigned because she did not feel comfortable working for Respondent.